UNIVERSITY OF MASSACHUSETTS AMHERST
OFFICE OF THE FACULTY SENATE

MINTUES

The 826th Regular Meeting of the Faculty Senate
Held on December 14, 2023 at 3:30 p.m. in Herter 227

A. PRESENTATIONS –

Deferred Maintenance—10-minute presentation
Andrew Mangels – Vice Chancellor of Administration & Finance
Tilman Wolf – Sr. Vice Provost for Academic Affairs and Associate Chancellor for Space and Capital Planning

Vice Chancellor Mangels: As many of you know, as we've talked about in previous meetings, deferred maintenance continues to be a significant issue and challenge, although one that we've made a lot of progress on. This presentation will help frame some of the context by which we evaluate deferred maintenance on our campus.

Tillman and Shane will be providing information that comes from a company named Gordian. Some of you may have heard they used to be named SiteLines. It is an outside firm that, not only the Amherst campus. we started using this company about 15 years ago, now all the campuses are using it. They help us evaluate our deferred maintenance situation, help us with planning, and give us an opportunity to evaluate ourselves against our peers. So, it is a lot of information, hopefully not too technical. I hope we will have some time after to answer some questions from everyone.

Sr. Vice Provost Wolf: Thank you, Vice Chancellor Mangels. The only thing I want to add is that the presentation that Shane is going to give is going to provide summary data for the entire campus. For all the things you see, we also have per building data, and that is what we're using to lay out a plan on how to go about reducing the deferred maintenance, what projects to do next. But it's that's too much detail for this presentation. So we're just going to look at summary information. Thank you.

Associate Vice Chancellor Conklin: Thank you and good afternoon. Associate Vice Chancellor for Facilities and Campus Services here at UMass Amherst, and as Andy mentioned, this follows up on some work that we recently had done with the CPPC, the Campus & Physical Planning Council, the subcommittee of this group Ray man, the chair. I don't see Ray here today, but thanks to Ray and the membership there to continue to facilitate discussions about deferred maintenance and so SiteLines, now, Gordon, a consultant that our campus has worked with since 2009, helped do a presentation, and the slide deck here is a subset of the information from that presentation.

So, this first slide helps show our total square footage. Just a reminder of the space that we have here on campus, and that we maintain. We track the space, we track technical complexity of space based on when it was developed here on campus. And so, you can see, we carve up our campus into two different sets. We have the what's called the physical plant, that’s our education in general space.

So, classrooms, research laboratories, administrative office buildings, and then auxiliaries primarily being the housing portfolio. Our educational general space growing by about 34% in the last 22 years. Most of that began in 2009, with new building construction, like the Integrated Science Building. Our Rec Center and a few other buildings that era, and then later into the 2011 timeframe. 2014 timeframe, that's when our ILC, Physical Science Building.

Some of those new recent developments had occurred. Then the housing portfolio, the North Apartments added in 2009, and then about 2014, the Honors College. This slide helps show the development of square footage on our campus from the beginning of time. And so, this charts the percentage of our square footage, and when it was built on our campus.

We have also the benefit of SiteLines, that do a lot of great peer comparisons we're able to see statistically. How do we line up with a peer set that SiteLines has identified, based on a lot of different factors. And so the blue background area shows our peer database how they developed. And you can see there was definitely a spike in the post war era in the fifties, sixties, and seventies. Certainly not as dramatic as ours. We had significant construction here on campus, both housing, which is identified in the red color, and the darker color which represents the education and general space.

So, we had significant development, significant percentage of our deferred maintenance that we currently have in stock, and that we maintain, was developed in that area. I should mention that this also is based off of a construction age and so if we go and gut-renovate the chapel that resets that and the original construction date doesn't show up here, it shows up as when we did the full renovation to that space. You can see it on the slide.

But that development period in our country, and in this last century was known for rapid construction, you know. So, it has some lower qualities. There was no energy code so definitely a lot of deficiencies as we look at modern construction. And then there was also, just to note, you can see, our peers started around the turn of the century to expand their campuses and we trailed by maybe about 10 years in terms of that development.

This shows our capital investment in the facilities both to new construction and to existing facilities. So, the lighter color on the top represents investment into new space and infrastructures, infrastructure being things outside of buildings, underground infrastructure, steam lines, duck banks, and then the maroon color represents investment into existing buildings. So that is renovations, gut renovations. Sometimes we're going doing targeted renewal. It could be a roof replacement and that average over the last 10 years has been approximately 190 million from all sources. The majority of this is from debt taken out by the campus, but there are also other funds that get leveraged, including general operating funds and gifts grants.

Our spending actually shows a sizable amount higher than peers over this time period. Part of it is because when we started to track our deferred maintenance with SiteLines in 2009 our starting point of deferred maintenance per square foot was really significant. We have been out outspending our peers by about a dollar a square foot for looking at just the renewal piece of existing facilities.

This does not include the investment into new facilities. And you can also see a dip, unfortunately, in 2021, and 2022 that is coming right out of the pandemic. There was a lot of UMass system wide and Board of Trustee influence on the deferral of capital to help work through the budget constraints that the pandemic presented to the campus. And so, 2021, 2022, we started to pick back up. We're hoping that our data that we'll get soon, that is from 2023, will help show that we have started to pick up the pace of spending again. A good example is Goodell renovation in the core of campus. That project was in design and was put on hold during the pandemic.

And now we'll see all of the benefit of the elimination of deferred maintenance in Goodell as we go through that project.

This shows on just the education and general side, so not the housing, what our deferred maintenance backlog has done since 2009, and it's decreased by approximately 500 million or half a billion dollars. And this is the result of targeted renovations, demolition of facilities, gut-renovation of buildings or floors in buildings. And you can see it's kinda had a steady decline until fall of 2022, which is a combination, again, of our spending had decreased because of some of the deferred projects. But you'll also note that SiteLines added a significant inflation factor in their database. So, 16.2% got added into all of our backlog needs, which helps show that somewhat of a spike. If you inflation adjust it, it remains somewhat flat. This slide helps kind of track our progress in one snapshot. This is called net asset value. And this represents the percentage good of our total gross square footage per SiteLines.

So, if you had a brand new building, it's going to be 100% on this chart. If you have an old building that every single component of building needs to be replaced, it would be 0, and you can see in 2009 when we started to work closely the SiteLines, our campus had an average of 36% good of all of our gross square footage and it's steadily increased again, similar to seeing our the opposite of our backlog decrease and so we're in the 77% range which is in a repair and maintain stage. We feel good, but still a lot a lot to do. This is in aggregate, so we do get the benefit of adding new square footage at the 100% when you average out for the whole campus however, as Tillman had mentioned, we do track this data and have this data available at the building level. And so that's where we can help do more detailed analysis on specific targeted work that needs to get done in buildings.

And this is a comparison of how that lines up with our peers. You can see our 77% for our space, 76% when we average our net asset value with our housing portfolio, compares pretty much in line with our peer average of 78 and public-school average in their entire database of 73%

This slide helps give you the snapshot. Again, this is as of the end of FY 22. So, June 30, 2022, this was our SiteLines deferred maintenance backlog position. So approximately 1.8 billion dollars across all areas. The grounds and infrastructure is a new area that SiteLines been working on. So, we're excited about that just because we do have a significant amount of underground infrastructure and related grounds hardscape that needs to be maintained but the majority, you can see, is in building needs both across education, general space here and in Mount Ida and then in our auxiliary portfolio, which is primarily comprised of housing, and then some additional auxiliary spaces.

Canvas Transition—5-minute presentation
Heather Sharpes-Smith- Associate Provost for Instructional Design and Technology

Associate Provost Sharpes-Smith: So, I just wanted to give an update before we entered the New Year for where we are with the Canvas transition. So, this is it in a nutshell pretty much, and I'll dive in to what this means. But we've been at this since summer, and each semester we are working on migrating courses over from both Blackboard and Moodle into Canvas. And this is the schedule we're following; you'll see we are now moving into spring, and also collecting courses for fall. And this is on the Provost's website. So, this just gives an overview of the entire project and the entire timeline.

To give a little update on where we are through the year, you can see that we're steadily growing our courses in Canvas. So, starting in fall of 23, we had 48% in Canvas, and now we're up to 82%. We are on track by the end of next summer that we will pretty much have close to a hundred percent of courses in Canvas. So, where we're moving to now is that new courses will not be created in Blackboard or Moodle.

If there's existing courses you can continue teaching, but new courses will be created in Canvas only with the goal that by fall of 25 we will be completely into Canvas for teaching. That doesn't count some of the archive process that we need to bring over some of the older courses.

So, the migration. We've learned a lot through this migration. We've had several different ways to migrate your content over we had the concierge migration service. We had what we call a content copy where we just take the file and drop it into your course, and then you kind of rearrange. And then we've had folks that just build from scratch and this just kinda shows an overview of where we are and who chose what. You'll see summer is the biggest time, that does not match up directly to the semester they're teaching.

It's just in summer we have a lot of folks that will put their effort into this, into transitioning their course. So, this gives you a little bit of the IDEAS impact, the work that we're doing in the background to support this. So, right now, we've completed fall 23, winter, spring. We've pretty much completed the courses that are going in for spring and now we are working towards a November sixth request open for month concierge migration for summer with a January fifth deadline.

We're expanding these to give more time for Instructional Designers to review the courses. Some feedback that we've been receiving is, you know as much as we wanted the migration to be perfect with a lot of customizations and a lot of the innovations that were in courses, we want IDs to spend a little bit more time on the course before we send it to faculty. So, we're building in that timeline there, as well as a note here hiring more Instructional Designers. So, we're onboarding. So, in the New year you'll see our capacity will grow.

Some feedback that we've gotten, that we already have addressed, that I wanted to bring, we've had a lot of questions about external tools, or what we call LTIs, which are plugins to Canvas. We have created a new page which will be shared out in the notes here and also it's in the Canvas resource training course. Every LTI that's available is listed on this page, it tells you what the function of the LTI is, what it's used for.

At the bottom of this page is a process to request an LTI. So, if there's a something that's not working in your course we will then, if you know of a tool you can request it, if you don't know a tool but you know of a problem you work with us and we help you to find a tool that may address the problem. So that's new, based on feedback from both faculty and staff.

We realize there's a lot of updates, so in partnership with IT we have a newsletter where someone can sign up for regular updates. It's an optional newsletter that will lay out all of the features, all of the updates that we have. We are right now wrapping up a Canvas student survey. It closed on the fifth. We had 1,950 student respondents, the most we've had, and it's because they were so excited to let us know that they were thankful that we're going to one LMS and they love Canvas. We'll be sharing out some more of the data as we parse through, but just some of the overall we've also done a Canvas faculty survey.

These are just kind of some rough feedback we'll dive deeper into this in the new year and share. But this is where we're getting some of our feedback so we can improve our process and our model. So, we know that there's varied experiences. We expected varied experiences, because everyone's teaching differently, and we are hoping that as you start to see the process and the continuous improvement of our process, you'll start to see there'll be less work and less kind of back and forth with the courses.

Some things that we have ahead, just to give you a roadmap that we're hearing you and addressing, we are developing a Canvas roadmap page. So right now, the Provost page on the transition is up to date. Starting in January, we're going to be building out. Where? What's coming? What is the current state?

What are the current processes, and what are some of the future requests with timelines and milestones, so you'll know what to expect.

We are working in collaboration with IT and OAPA, we are working on survey and course evaluations, we are developing pop ups for not only course evaluations, but for Qualtrics surveys within Canvas and then features. We are developing a roadmap of features that we're exploring. Process for feature requests and then also status of features. So, if you go to that page and you go "I would like this feature", and then you look that, somebody else requested it, and you'll be able to follow the status. No more waiting and wondering what the status of your request is. And so, features are add-ons like discussions. We're looking at some discussion tools, new quizzes just built into the actual tool. The other part that I think a lot of folks will be excited about is we are developing a governance model for customization requests.

So, this will be what the governance is and what the process is. This is UMass coding. This is us saying, okay, there's not an LTI, and there's not a feature, we need to customize and write a code. We want to really make sure that we're not just writing a code for everything. We want to go through and right what we're doing now is looking at support tickets and we're trying to find themes so that we can find the customizations that are needed that will affect the most people and start with the governance there. So, I just wanted to let you know that we are working on that because that feedback has come to me. And so that is everything. If anyone has any questions about next steps. I'll send this for the minutes, and then in January we'll update the Provost page to reflect all of this.

QUESTIONS:

Secretary Paik: Thank you, Associate Provost Sharpes-Smith. I have a quick question on the big deadlines that faculty should be paying attention to.

Associate Provost Sharpes-Smith: Right now for spring, we are wrap. We're closed with migration. So, we're prepping courses that will be opening. But for summer, it is a January fifth deadline for requesting concierge migration or content migration. This is if you want to have your course moved from one to the other and you want help. Regardless of the help, this is where you reach out to us and let us know and we'll get you on the list and then work it out. We'll review your course and work out a timeline and then assign an ID to work with you on any adjustments or anything.

Senator Goldner: Can I see the first slide where you had the statistics on it again? I had a question about those. So when you say that was the adoption rate for Spring '24, that's presumably the people who have requested the course but not used it yet. I know in my department we haven't been able to use Canvas yet in many of the larger courses because of the lack of random questions or sorting numbers randomly.

Associate Provost Sharpes-Smith: These are actual ones that are listed, not just the requests, but are actually listed in SPIRE as teaching in Canvas. We do know that people request Canvas and are building their courses, but not necessarily committed to using Canvas yet.

Senator Goldner: So I suspect that number varies wildly between departments and STEM versus not STEM.

Associate Provost Sharpes-Smith: Yes. And some of these, when we're talking about feature requests or customization, these are what we are talking about.

There were question types that don't exist that we're trying to look at to build, but there's also formulas within grades and customizations in terms of collaborations that we're working on. So that's what we're addressing, hopefully once we solve that we'll be at 100% with the STEM's.

Senator Olsen: I have a couple of classes that are in Moodle now that I only teach every 2, 3 years, and so I haven't moved them over because I haven't been teaching this fall or next spring. How long will I have access in Moodle to take that and pull them over? Is the archive of Moodle going to go away at some point?

Associate Provost Sharpes-Smith: No, no. So, we're actually working with IT now to work to set up an archive process. So, we're still going with bringing over the 3 years of Moodle courses. Anything older than that we'll still be able to access. But you will have until fall of 25 to move all of your courses if you're going to teach. In terms of archive, you have 3 more years on top of that.

2024 COACHE Faculty Job Satisfaction Survey—5-minute presentation
Angela de Oliveira- Associate Provost for Faculty Development
Dr. Leyla Keough-Hameed- Director of Faculty Development

Director Keough-Hameed: So I'm here on behalf of Angela de Oliveira, the Associate Provost for Faculty Development, and here to tell you about the COACHE survey coming up in the spring. We'll be launching it. It's a faculty job satisfaction survey in February, and we hope that everyone will participate and spread the word about participating. It's a joint initiative of the Provost Office and MSP and the Faculty Senate, and we're administering it through OFD.

Many of you already know about the COACHE survey, but if you don't, here's some information. It's a comparative survey run by the Harvard Graduate School of Education since 2003 and it's meant to improve faculty, satisfaction and retention, and inspire data-driven discussions of faculty needs and enable targeted actions in policies and practices. Some examples of the what the last survey's informed improvements from the 2020 survey are listed here. They include the non-tenure track programming and support, bargained mid-career post-tenure fellowship, individual and departmental mentoring plans, and the leadership trainings in conflict management and building relationships. And if anyone in your own units had some improvements in your units that are a result of that survey, please let us know. We'll be doing a webinar in early February, and we'll be sure to share that out as well.

Alright, so here's the timeline. It'll be launched in early February, as I mentioned, and it'll be open through April. That'll be the data collection period. And then in the next academic year, so starting in the fall, we'll have some reports out, and those will be publicly available. And then in the following couple of years, 25 to 27, some working groups will identify areas of improvement and make recommendations based on that.

Some of the themes that folks will be asked about are the same that were in the last survey as well, but I just wanted to point out here that the shared governance questions will focus on the Faculty Senate. This was agreed upon between MSP and the Senate to alternate the focus of that particular set of questions. So, this time around it'll be Faculty Senate, and next time around it'll be MSP.

This is an opportunity to voice your experiences of being a faculty member here at UMass, and to advocate for the changes that you need, and you want. We need high rates of faculty responses to produce actionable data, so please participate. And this is, of course, its own reward.

But if it motivates you, there are some prizes as well. We're giving away a parking pass, and we have 4 UMass dining cards that we're also giving way, $100 each. So if you have any questions feel free to reach out to Angela or I anytime. Thank you.

QUESTIONS:

Secretary Paik: Just a clarification question, when you say parking pass, are we talking yellow lot or mobile parking pass?

Director Keough-Hameed: I hope it's a closer one; I don't actually know the answer to that.

B. ANNOUNCEMENTS

1. Principal Administrative Officers

Chancellor Reyes: Thank you, Mr. Presiding Officer.

Not so much an announcement, just a wish for everyone to have a great holiday and to spend some time recharging the batteries. You will see an email that goes out tomorrow, just from my office wishing you all the best, but also providing some words about how hard this semester has been, and sort of preparing and mentioning a few things that are, I think, are important to be aware of just for everyone to think about as we go through the through the winter break. But also there will be either through the winter break before we all get together on the classes, you will be seeing a couple of announcements that I want you to be aware of sort of an update on the strategic plan by Dean Massey and Dr. MJ Peterson.

They'll be talking about the different themes and co-chairs and groups and ways that we're going to get and gather input as the spring semester comes in.

so that's going in full force and is going very good, and I do want to thank both of them, as well as Rolanda, as well as a couple of others that have joined them, to support this effort and keep it ongoing after we are all having to do with many things, our classes, the global issues, and keep going and keep moving the university forward. So that's something that I think it's commendable on their part.

The last part is we mentioned that there was a group of faculty that got together with some people in the Administration and the Vice Chancellors to address the situation of how can we provide programming, spaces, support for our students, faculty, and staff to deal with the current issues that we're facing worldwide, and to really try to address the campus climate around them. There will be, throughout the break, Dr. Nef Walker, our Vice Chancellor for Diversity and Equity and Inclusion, which is moving into a different position, but will continue to drive this effort, will be providing us some information about this group that is called Community, Democracy, and Dialogue.

it has been a lot of faculty members that are, that you well know, have been working on how to help the conversation of our campus, to move forward in a way in a way that continues to respect the voices of all people on our campus, providing with the platform where we have can have those conversations, providing healing spaces, providing platforms in which we can debate with civility, and really continue to move and learn together and move in the way that we do best, which is expanding knowledge and expanding understanding.

So those are two things that I would like for all of you to keep an eye on as you go through your holiday. I'm not asking you to do as much as more to see and engage, so that you hit the ground running once you come back from the holiday break.

So, I think those are all the announcements that I have but just reiterate my message at the beginning to this is the first end of the semester that I see at UMass, and I just want to say how happy, how thankful I am for many of you who joined us for the reception that we did with the Senate, and for your good wishes that you gave us that time, and on behalf of my wife, Maritza, I do want to say that she says thank you for all the warm wishes that you gave her during that time, and that she wishes all of you and your families a very, very good holiday season, and looking forward to next year. So, thank you.

Interim Provost Malone: Thank you, Presiding Officer Brewer.

I just wanted to give you a brief update. The Provost search committee has met once again; had an update from the search firm. Things are going very well. We do plan to bring candidates in late February, early March. We'll be announcing some dates as soon as those are available. Not immediately.

The search committees for the Dean of the College of Education and the Dean of the College of Humanities and Fine Arts have been formed. They've met. The profiles will be out soon.

Thank you for everything this semester. Happy holidays.

Interim Vice Chancellor Vandenberg: Thank you, Presiding Officer Brewer.

Two quick announcements. One is that we've been holding listening sessions with faculty, and this is the Office of the Vice Chancellor for Research and Engagement in collaboration with the Office for Faculty Development. We've been holding listening sessions to hear about people's experience involving undergraduates and their research. Tomorrow is the last listening session. We organize these sort of around themes, and tomorrow's theme is for people who want to involve students in creative arts. But if you would like to attend and haven't been able to attend one of the 3 previous, we'd welcome you. It's tomorrow at 1:00 PM. And Layla or I can connect you with the right link to be able to use it.

The second, a very small thing for those of you who work in lab sciences. You should have received an email earlier this week about the way the campus deals with energy usage. During this period of time the major waste of energy from labs is having open fume hoods. So please ask someone in lab departments to go through and close fume hoods that aren't being used during this period of time. It helps us to be a little bit greener on campus. Happy holidays, and see you on the other side.

2. The Secretary of the Faculty Senate

Secretary Paik: Thank you, Presiding Officer Brewer.

So first, let me extend a thank you to Chancellor Reyes for welcoming the Senate to Hillside. It was a great event, and it is very much appreciated.

Second item I have for you is that is a reminder that the Senate archives are accessible from the homepage of the Faculty Senate. It is at the bottom.

So, if you're looking for anything in the minutes, agendas, special reports, there's a SharePoint that you can access, and it's searchable. So, you just can enter in search terms, and it'll populate all the documents that contain the phrase that you're interested in.

Thirdly, I just wanted to note, this is just more my personal opinion, but it's of a concern. You may have seen in a recent OP. Ed column in the Daily Collegian that made reference to categories of individuals of our campus as a "plague" on our campus. I think that was "that plague our campus" is the quote. So, I just wanted to talk a little bit about that as part of my announcements. So, according to Marian Webster, the verb "plague" has two meanings. One is to sort of persistently annoy, to disturb or noise persistently, I should say. The alternate definition for the verb "plague" is "to smite, infest, or inflict with, or as if with disease, calamity, or natural evil". So, I just want to note that this is dehumanizing, othering language.
It seems to me that part of our role as faculty is that we want to work with our students to recognize the humanity of their fellow students. Also to ensure and promote the idea that we're all of the same community. So, over the break, and in the spring semester I hope we can all work towards that towards that goal.

Fourth, in terms of future agenda items, for the February meeting will be having Allison Butler, chair of the AMC Policy Subcommittee, and she'll be presenting sort of a first look at the proposed revisions to the academic honesty policy. It's a pretty massive revision. One of the big things they've been working on is trying to make a system that will work better for larger cases or multiple cases of academic dishonesty, when multiple students are involved. Currently under our current system, these are often treated as one offs; each student is processed individually. So, one of the things they've been tackling is trying to think about collective process. I'll be interested to see what that solution is.

In addition, the Task Force on Childcare Needs Assessment is going to be providing its preliminary report. And that task force is co-chaired by Director Marcy Clark in Student Affairs and Senator Gonen Dori-Hacohen. I will note that when I wrote the Sunset Provisions for this Task Force that this particular Task Force would continue to exist until the next facility is built. Much to disagreement of this task force.

Lastly, I wanted to note that we have a new Senate office manager who started just a week or two ago. Her name's Connie Thacker. You can reach her using the traditional senate@senate.umass.edu address. Currently Karen Green and Connie are both using it. But Karen will be cycling off pretty soon.
So happy holidays, everyone. I look forward to seeing you in in spring.

3. **The Chair of the Rules Committee**
4. **The Faculty Delegates to the Board of Trustees**

Senator Berlin: Thank you, Presiding Officer Brewer. Happy holidays!

The Board of Trustees Committee meetings were originally scheduled for Monday and Tuesday to be held in person at the Boston campus. On Friday last week we were abruptly notified that they were going to be held on Zoom, you can all figure out what caused that. Regardless my colleague, David Hogman, and Secretary Paik, and I all attended these meetings on Monday, Tuesday, as well as some meetings on Zoom earlier this semester, and I just want to report some big takeaways. Number one, Marty Meehan has made numerous references to significantly, significantly increased student financial aid from the State, which is a good thing to celebrate. We have received 26 million infusion from the Fair Share amendment, which we all tried to help to support.

The system is expanding its shared application pilot, which offers students who don't qualify for Amherst a spot at other campuses. It's currently running at Dartmouth, and it's being expanded to Lowell.

Throughout many of the committees as well as the full Board meeting, there were some common recurring themes of concern, number one being deferred maintenance. 4.8 billion dollars represents a 10 year backlog in deferred maintenance system wide, especially on our campus. Next year we begin to see many of our buildings, including the concrete prison which I live in, hit a critical 50 year mark in their life cycle.

The State only contributes 15% towards our capital expenditures. This leaves us more leveraged by debt than our peers. And the other thing is the collective bargaining increases the board. There's a certain segment of the board which constantly complains about how the system is responsible for 67 million dollars of those collective bargaining costs representing the 4 plus 4% increases from the state parameters.

Yet they had no input into having those allocations. So there's a segment of the Board that wants to go and lobby at the State House to separate us from other State workers or change how we're funded. And I recommend that we be a part of that conversation, especially looking at some of the ways people talk about faculty salaries.

The fiscal year 23 year-end results show that the system continues to exceed the Board of Trustees goal of System Y, 2% operating margin largely supported by our own campuses, 7% operating margin. That's a budget surplus on our campus alone of over a 112 million out of the system total of 152 million. It's also important to note that in all reporting, financial statements continue to have a caveat, that these results do not include UMass Global. However, extrapolating from one slide, I was able to calculate a 22 million dollars loss attributed to UMass global and air campus eliminations. But there were some other passing references that might even be as high as 40 million. The inter-Campus Faculty Council will be asking for more detailed financial breakdown.

The first quarter 24 projections show that our enrollment and occupancy is exceeding budget. And the five-year projection was presented to the board on Monday night at the meeting of the whole. And these projections make the following assumptions: a 2.5% annual in-state tuition increase, a 1% base appropriation for the State, and 3% annual collective bargaining increases.

At the board of Trustees meeting on Tuesday the board voted to approve two named professorships. Congratulations to Jack Schneider and Ann Casido. Approved the new Bachelor of Arts in Computational Linguistics, which is the only degree of its kind in New England except for Yale, and they approved changes to the Capital Projects list, including several for our campus.

Before the Board voted to go into executive session, the chair allowed the president of the Boston campus PSU to make a statement, and in it she thanked the Administration for their efforts to distribute our raises before the end of the year- thank you to everybody involved in that- called attention the fact that Union employees are largely to be credited for those increases, and all the political will that goes behind it, called attention to the fact that these raises still do not make up for how far we have fallen behind, and she called attention to the severe issues of understaffing and the need to increase pay scales across the system for those who help us get our work done.

In closing she mentioned the importance of system support for our political efforts, quoting legislators who ask “Does the system back what you are asking for?” Therefore, she asked the point of question to the board “Will you support the 6% annual increase for which the unions are advocating, and will you issue a statement in support of the CHERISH act?” to which the chair responded, “Thanks for your comments.” I have nothing further to report.

5. The Representative of the Massachusetts Society of Professors

Senator/Co-President Lineratore: Thank you, Mr. Presiding Officer.

Friends, good to see you all again. It is a bittersweet time of year. Sweet, because I just finished giving 200 finals, bitter because I must yet grade them. I'm sure many of you are in the same boat. There're many pieces of good news, and bad, as our representative to the board just noted, upon us. One is that the raises were approved by the legislature.

They did the right thing, and I would like to send a special thank you to HR, doing extra work, I'm sure burning the midnight oil, to get everything processed. So please convey our regards to your staff, thank you, sir.

That's very good news. The other good news is this is a year that starts with a 2, so we'll be back in bargaining next year, and I'm looking forward to a productive conversation with the Administration about how the 7% surplus can be spent appropriately and equitably to improve our campus. Best wishes for a happy holiday to those of you who celebrate and best wishes for a happy and healthy New Year. See you, then.

6. The President of the Graduate Student Senate
7. The President of the Student Government Association
8. The Student Trustee

C. QUESTION PERIOD

Senator Berlin: Presiding Officer Brewer, we can all see behind you some wonderful posters and I think we are all wondering about them.

Presiding Officer Brewer: This poster is for my new book *Better Angels: Tour de Force*, which is light-hearted space opera. It's coming out tomorrow and will be available anywhere books are sold online.

Senator Modenos: I just learned recently that UMass Amherst is designated an age friendly university, and actually the entire five campus UMass system is the only university system on the globe that is designated age friendly university. An age friendly University global network is run out of Dublin City University out in Ireland.

So we signed this on in 2019, and there is nothing on the UMass website that lists this very important designation, and the principals associated with being an age friendly university. So I'm wondering how one, we can remedy that, and two, research shows the higher up in age you go in higher ed, the more racially and ethnically diverse the student population, so as an age-friendly university I'm wondering if the University will be willing to use age as a metric for diversity in its future DEI initiatives. Other universities do. UMass does not.

Thank you.

Vice Chancellor Kennedy: That's great news; I wasn't aware of it. If there is news like that that we want to get some attention to, it would be best to contact it by the news office. I will mention to him that you spoke up on this today, and we'll try to get that remedied.

Senator Dori Hacohen: Thank you, Mr. Presiding Officer.

I want to apologize. I was not here last meeting, because I was at a conference which leads me to my personal question, which relates to a policy issue. I was at the conference representing UMass. I gave 3 talks at the conference, and I was able to do that because my children were at the onsite childcare provided by the conference for those who attended.

I submitted the receipt for the childcare to my accountant, and the accountant said that childcare in conferences will not be reimbursed. Needless to say, I couldn't have gone to that conference without the childcare that was provided on site. I ask, and I checked the travel policy childcare is not mentioned there where it does say that everything that is needed for traveling is reimbursable.

My question is who can make on-site childcare in conferences reimbursable?

Vice Chancellor Mangels: I will look into the reimbursement policies. Generally, we follow IRS guidelines on what is a reimbursable taxable business expense. But I'll look into it and see what the ruling is.

Secretary Paik: Thank you, Presiding Officer Brewer. I actually don't have a question, but if the Senate will allow it, I would like to suspend the rules, so I can read a letter of appreciation for Karen Green, the Senate Office Manager, who will be leaving us later this month.

Presiding Officer Brewer: Without objection, we will suspend the rules for the reading of the letter.

Secretary Paik: Karen Green, dedicated staff member. Originally in athletics and later in the Senate office. You have supported all of the operations of the Faculty Senate in an exemplary manner and have been key to advancing our engagement with all constituencies across campus. The Faculty Senate expresses this deep appreciation to you for your dedication, energy, and support for its operations and wishes you a wonderful retirement.

Faculty Senate Office Manger Karen Greene: Thank you.

D. NEW BUSINESS: COURSES (CONSENT AGENDA)

[A consent agenda may be presented by the Presiding Officer at the beginning of a meeting. Items may be removed from the consent agenda on the request of any one member. Items not removed may be adopted by general consent without debate. Removed items may be taken up either immediately after the consent agenda or placed later on the agenda.]

MOTION: 10-24 **That the Faculty Senate approve the courses ANTHRO 510, COMPSCI 666, MIDEAST 151, GEO-SCI 552, GEO-SCI 556, GEO-SCI 559, JAPANESE 335, PSYCH 363, SPP 499D and STOCKSCH 622, as recommended by the Academic Matters, Commonwealth Honors College, General Education and Graduate Councils.**

Secretary Paik read the motion.

MOTION 10-24 was Adopted.

E. ACADEMIC PROGRAMS (CONSENT AGENDA)

[A consent agenda may be presented by the Presiding Officer at the beginning of a meeting. Items may be removed from the consent agenda on the request of any one member. Items not removed may be adopted by general consent without debate. Removed items may be taken up either immediately after the consent agenda or placed later on the agenda.]

MOTION: 11-24 **That the Faculty Senate approve (1) Revision of the Japanese Major Program. As presented in Sen. Doc. No. 24-022; (2) Creation of a Language and Literature Concentration within the Japanese Major, as presented in Sen. Doc. No. 24-023; (3) Creation of an Accelerated Masters Degree in Chemical Engineering, a presented in Sen. Doc. No. 24-024; (4) Creation of a Writing, Rhetoric and Literacy Studies Concentration within the English Major, as presented in Sen. Doc. No. 24-025; and (5) Revision of the Concentration in Chemical Engineering "Coursework-Based Master", as presented in Sen. Doc. No. 24-026 and (6) Stockbridge Major Consolidation, as presented in Sen. Doc. No. 24-027; (7) Creation of a Graduate Certificate in Public Health, as presented in Sen. Doc. No. 24-028.**

Secretary Paik read the motion.

MOTION 11-24 was Adopted.

F. SPECIAL REPORT – TASK FORCE

1. Interim Report of the Joint Task Force on Generative Artificial Intelligence Presented by Professor Michelle Trim and Senior Vice Provost Tilman Wolf, Co-Chairs, as presented in Sen. Doc. No. 24-029.

This Report was Received.

G. SPECIAL REPORT – AD HOC COMMITTEE

MOTION: 12-24 **That the Faculty Senate approve the Creation of an Ad Hoc Committee on Statements by Departments and other University Units, as presented in Sen. Doc. No. 24-030.**

Secretary Paik read the motion.

MOTION 12-24 was Adopted.

H. NEW BUSINESS - POLICY

MOTION: 13-24 **That the Faculty Senate approve Revisions to the Procedures for Dealing with Charges of Misconduct in Research and Scholarly Activities at The University of Massachusetts-Amherst, as presented in Sen. Doc. 24-031.**

Secretary Paik read the motion.

(This is the first of two readings of this motion. The motion will be read again at the 827th regular meeting of the Faculty Senate. The motion may be amended at this meeting and the 827th regular meeting. The final vote will be taken at the 827th regular meeting.)

Senator Liberatore: Thank you, Mr. Presiding Officer.

Thank you, Rules Committee for hard work on this important and welcome set of revisions. I do have three kind of related, perhaps questions to ask. I think these are probably for Secretary Paik, but I'm not sure. So the first is the reason we've added Associate Deans to this policy is that they weren't contemplated when the policy existed. Therefore, I wonder if, other similar titles should appear in the future?

I'm imagining things like Vice Dean, or the equivalent. Would it be governed under this policy, or should there be something like Associate Dean or equivalent positions? So that's my first question or discussion point.

The second is, I note that the Associate Deans are the only class of individual in this document that doesn't have within this document a description of the search Committee and Procedure and refers back to another document. Is that omission deliberate? And if so, why?

And the final question I have is, I note that there's one other class of administrator on campus that is sort of missing from the search and review documents that I know of, which is Associate Provost, and I'm wondering what the plan is if there is one for review or appointment policies for those for those individuals. Thank you very much.

Secretary Paik: Thank you for the question.

I think with respect to Associate Deans, the discussion always has been that particular position in administration. We could certainly consider it. One thing I forgot to mention, by the way is that because we're having two readings, there are some technical fixes I'm already aware of that we'll need to make to make the policy work, for example, for some departments the PCs for the whole entire departments, we're going to have to make technical fix for that.

So, we can certainly look into the question you're raising about equivalent positions, but we would also have to engage with administration about expansion of that to other categories. I guess that would also apply to the Provost. That would be a conversation with administration.

Then the question as to why there is no search for Associate Deans, this is probably a question more for administration. We originally had search in there for Associate Deans, but I believe Dean's counsel thought that it would make the identification of Associate Deans very difficult particularly in smaller colleges. It's my recollection that the rationale and the Rules Committee was fine with that. So, it was basically the idea that Associate Deans is kind of a hard thing to search for, so I'll let administration that answer that question cause that was that was their ask.

Interim Provost Malone: Secretary's description of the discussion of the search process for Associate Deans is exactly correct.
It's there's usually not very many viable options for that, and it seems like a lot to go through and add a lot of complexity to the process. So that was the logic. We do have the evaluation procedures in there. So that was that was where it came from.

Senator Fitzgerald: The policy says the appointment of one undergraduate and one graduate student from within the unit affected shall be made by the appointing author authority. The libraries do not enroll students, so how will students be included in these searches?

Secretary Paik: Thank you, Senator Fitzgerald, for the question. I think this might be one of those technical fixes. Yes, cause, I think, in that particular clause, this has to do with the search committee for Deans, I believe. For associate Deans there's the appointing authority, which would be the Provost, could select a relevant student from that particular college. It doesn't really apply to the library, so we'll probably need to make some adjustment to deal with that. If you have ideas as to what that change might be, please send it to me.

Senator Bentley: I had a maybe a clarifying question about the nomination procedure that's been modified in here. So, it has a few things that left a little bit of confusion for me, and perhaps some of my ignorance.

Well, one thing it says in here is that, for example, the Department Personnel Committee, shall not be included in the list of nominations for the chair position.

Similarly, the School Personnel Committee shall not be included in the list of nominations for the for a Dean position which surprise me a little bit, because, at least in my department, if you exclude the Department Personnel Committee, that excludes all of our full professors and essentially prohibits any faculty from being considered, so I was wondering if that could be explained a little bit more, or clarified in that regard.

Secretary Paik: Thank you for the question, Senator Bentley. I think if my recollection serves what the rationale for that particular change was, there was instances where the DPCs appointed themselves to be the search committee, and so we wanted to lessen that linkage.

But one of the things I just mentioned, one of our technical fixes is when the DPC is the whole department, so we're going to have to address this issue anyways. But we can certainly look at maybe changing the number, or maybe having some overlap potentially.

But the rationale for that change again is said before, was that there were cases where a DPC appointed itself and we wanted to lessen that practice.

Senator Hudson: So, one of my questions is in our bylaws in our college non-tenure-track faculty are not allowed to serve on the College Personnel Committee, which means that none of our non-tenure-track faculty would have any input on who would serve on a Dean search committee, which I think is a significant oversight. I don't know if that is true in other colleges or schools, or if it's something we would need to adjust in our bylaws.

Secretary Paik: Thank you for the question. This is not necessarily a question for me, then, maybe for administration. Since this has to do with CPC composition.

Interim Provost Malone: I will have to look into the status of the bylaws opposite the constitution of personnel committees and get back to you. Thanks.

Senator Sher: I also have a comment on the Department Personnel Committee. It seems to me that maybe a better provision would be that something to the effect of the Department Personnel Committee cannot be disproportionately represented in the in the option, since in any event, the proposal has more members, and the Dean would still have discretion not to choose those members.

Secretary Paik: Thank you, Senator Sher. I'll bring this recommendation to the Rules Committee for discussion.

I. NEW BUSINESS - APPOINTMENTS TO FACULTY SENATE COUNCILS AND COMMITTEES

MOTION: 15-24 **That the Faculty Senate approve the Nominations to Faculty Senate Councils and Committees, as presented in Sen. Doc. 24-033.**

Senator Berlin read the motion.

MOTION 15-24 was Adopted.

Adjourned 4:49 PM

Respectfully submitted,
Anthony Paik, Secretary